



## **Defense Organizational Climate Survey (DEOCS) v. 4.1**

**Unit/Organization:** CRYPTOLOGIC WARFARE ACTIVITY 66  
**Unit/Organization Leader:** (b) (6)  
**Survey Dates:** 10/12/2020 - 10/30/2020  
**Subgroup:** Overall Unit/Organization

## Overview

Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.

The Defense Organizational Climate Survey (DEOCS) provides valuable information about members' perceptions of the organization's climate. Your organization's DEOCS results may display both organizational strengths and concerns. It is important to review all sections in this report. Doing so can help create a more complete picture, help validate potential areas of concern, and determine if the perceived climate of your organization or any subgroup(s) warrants further action.

Additional methods, such as focus groups, observations, and reviews of records, can be used to learn more about issues identified in the survey, including clarification of perceptions of climate factors, reasons why these perceptions exist, and suggestions for improvement.

In order to protect an individual's confidentiality, results are only reported if there are five or more responses to the question or if there are five or more individuals in a particular demographic group who responded to the question. For example, if only four women responded to a question, results will not be reported for women or men. In addition, only respondents who completed at least half of the DEOCS questions are included in this report; incomplete surveys where fewer than half of the questions were completed are not included in this report. All percentages displayed in this report are out of the total number responding to the question or set of questions; missing responses are excluded from the calculations. Finally, comments and responses to custom short answer questions (or SAQs) are not included in this report, but are in a separate report available in the dashboard. If your survey was conducted prior to August 2020, comments and LDQs are not available due to missing data.

## Making Climate Assessment Results Work for Your Organization

1. Share the results with members of your organization.
2. Involve key leaders; let members know you are acting on their feedback.
3. If needed, establish an action team to develop and implement a plan for organizational improvement.
4. Conduct another climate assessment in accordance with your Service component directives to determine the effectiveness of the corrective actions that were taken to remedy validated perceptions.

## Assessment to Solutions

For information regarding climate factors, focus group/interview questions, and/or additional materials to assist with action planning, please visit "Assessment to Solutions" at: <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home>

Assessment to Solutions supports leaders and equal opportunity professionals throughout the climate assessment process. It provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.

## Contact Information

The DEOCS HelpDesk is available to assist you and can be reached at:

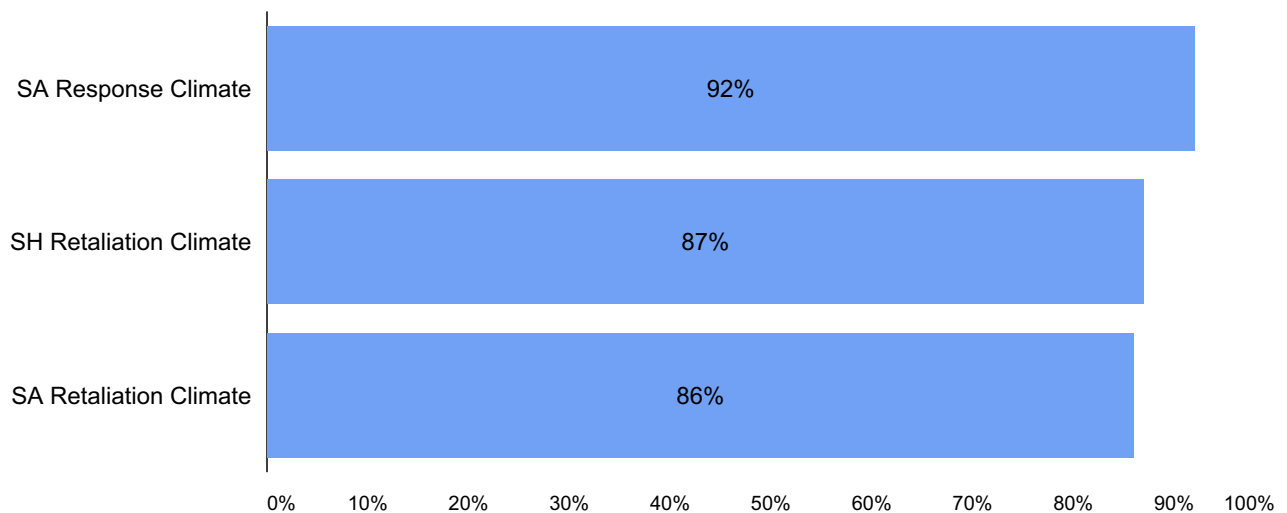
- [deocs@datarecognitioncorp.com](mailto:deocs@datarecognitioncorp.com)
- 1-833-867-5674

## SUMMARY

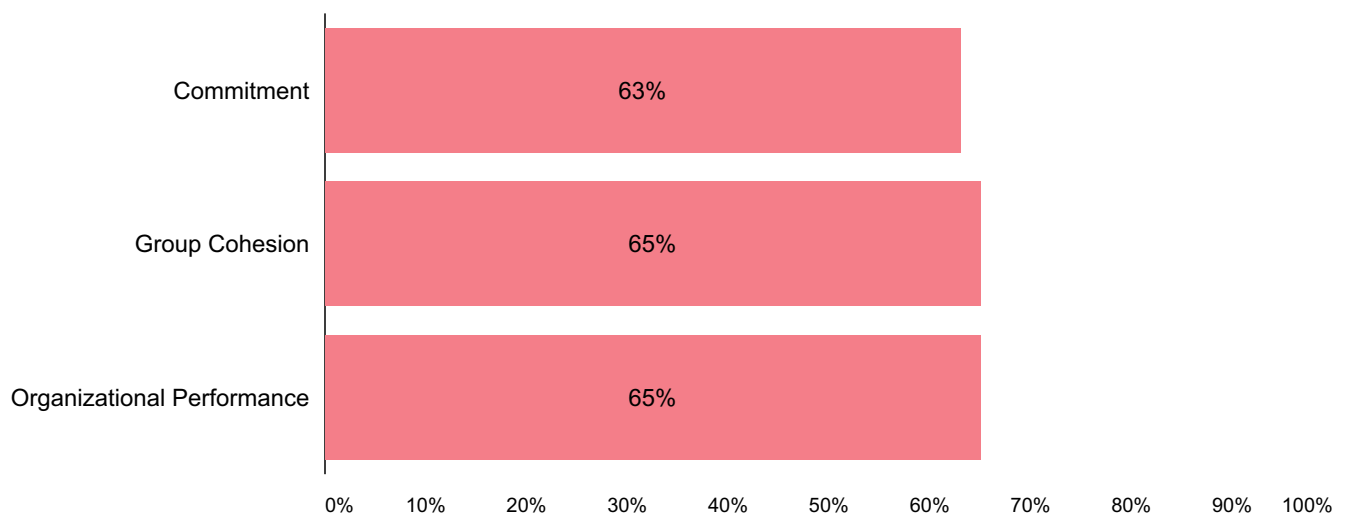
Response Rate	Total in Unit/Organization	Total Surveys Returned	Total Incomplete Surveys
<b>34%</b>	<b>378</b>	<b>128</b>	<b>10</b>

Note: The total number of people in a unit or organization is based on the number of people listed in the roster or the number of people provided by the survey administrator at time of registration. Response rates may be above 100% if more people returned a survey than the total number in the unit. If your survey was conducted prior to August 2020, total incomplete surveys cannot be provided due to missing data.

### Top 3 - Climate Factors with Highest Favorability Ratings



### Bottom 3 - Climate Factors with Lowest Favorability Ratings



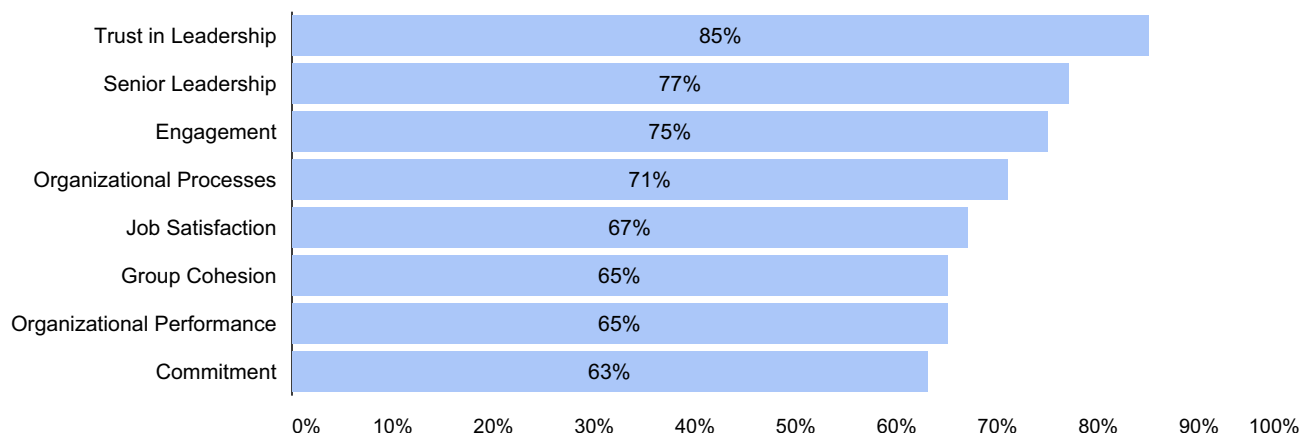
## PRIMARY CLIMATE FACTORS

### Factor Results

The bar graphs in the **Factor Results** section show your organization's favorability ratings for each set of climate factors related to organizational effectiveness, equal opportunity (EO) / equal employment opportunity (EEO) / fair treatment, and sexual assault prevention and response (SAPR). To identify areas of concern and strength for your organization, examine the factors where your organization had the lowest favorability ratings and where your organization had the highest ratings.

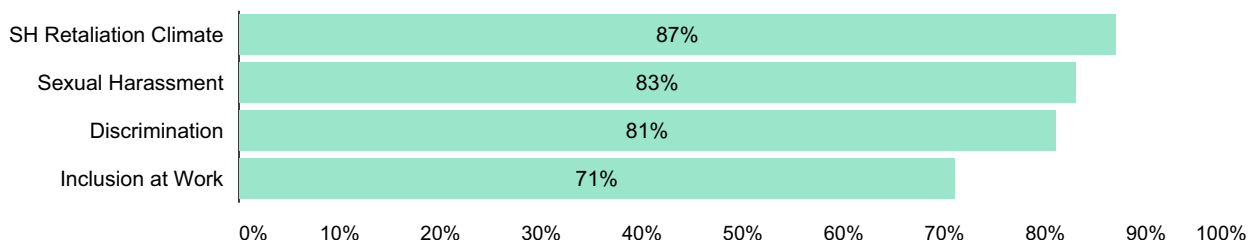
#### Organizational Effectiveness

These factors help determine whether members support leadership in carrying out the organization's mission. Your organization's favorability ratings for Organizational Effectiveness are displayed in this graph. No data are displayed if fewer than five people responded to the factor questions.



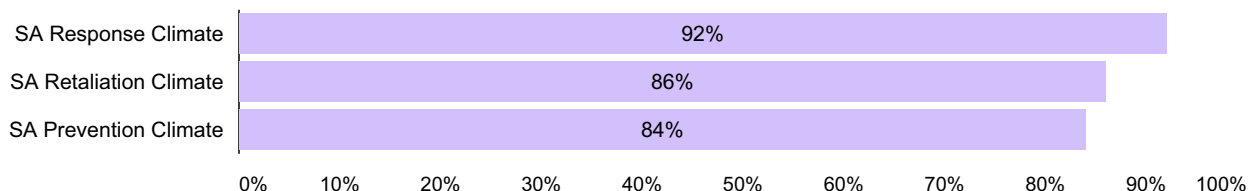
#### EO / EEO / Fair Treatment

These factors help identify those social, personal, or institutional barriers that prevent people from rising to their highest professional level. Your organization's favorability ratings for EO / EEO / Fair Treatment are displayed in this graph. No data are displayed if fewer than five people responded to the factor questions.



#### Sexual Assault Prevention & Response

These factors help assess sexual assault response climate, prevention climate, and retaliation climate. Your organization's favorability ratings for Sexual Assault Prevention and Response are displayed in this graph. No data are displayed if fewer than five people responded to the factor questions.



## Demographic Comparisons

The tables in this section show your organization's favorability ratings by demographic groups. Cells in the table are color-coded based on the key/legend below:

Color Coding	Category	Criteria	General Interpretation
Green	Excellent	90% and above favorable responding	<ul style="list-style-type: none"> <li>• Almost complete organization endorsement of scale</li> <li>• Area of excellence and maintenance / stability actions recommended</li> </ul>
White	Adequate	Between 70% and 89% favorable responding	<ul style="list-style-type: none"> <li>• Majority of organization endorsed scale and reached recommended endorsement threshold (70%)</li> <li>• Area not of concern but room for improvement</li> </ul>
Yellow	Caution	Between 50% and 69% favorable responding	<ul style="list-style-type: none"> <li>• Majority of organization endorsed scale but did not reach recommended endorsement threshold (70%)</li> <li>• Area flagged for concern. Actions should be considered to boost endorsement</li> </ul>
Red	Improvement Needed	Below 50% favorable responding	<ul style="list-style-type: none"> <li>• Majority of organization did NOT endorse scale</li> <li>• Area of great concern and corrective actions should be taken ASAP</li> </ul>
NR	Data are not Reportable		<ul style="list-style-type: none"> <li>• Data are not reportable because fewer than five people responded to the question or fewer than five people in a particular demographic category responded to the question.</li> </ul>

To identify areas of concern and strength for your organization, examine the factors where your organization had the lowest favorability ratings by demographic group and where your organization had the highest ratings by demographic group.

For the majority/minority demographic categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup.

All Warrant Officers (WO1 - CW5) are included in the Junior Officer category. In addition, all Wage Grade and Non-Appropriated Fund civilians are not included in the Junior/Senior Civilian categories.

## Organizational Effectiveness

These factors help determine whether members support leadership in carrying out the organization's mission. Your organization's favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. If there were no survey respondents in a demographic group, that group is not displayed in the table.

Category	Commitment	Senior Leadership	Organization Performance	Group Cohesion	Trust in Leadership	Job Satisfaction	Organization Process	Engagement
Overall	63%	77%	65%	65%	85%	67%	71%	75%
Majority	60%	74%	67%	63%	84%	60%	71%	70%
Minority	75%	88%	70%	76%	93%	84%	79%	92%
Women	54%	69%	55%	53%	77%	51%	59%	70%
Men	66%	79%	68%	68%	87%	72%	74%	77%
Enlisted	59%	72%	62%	60%	83%	61%	67%	72%
Officer	80%	94%	76%	81%	92%	88%	83%	86%
Junior Enlisted	53%	68%	55%	56%	81%	58%	60%	69%
Senior Enlisted	80%	89%	90%	77%	89%	77%	97%	87%
Junior Officer	81%	92%	73%	83%	89%	89%	78%	86%
Senior Officer	76%	100%	86%	76%	100%	86%	100%	86%
Military	NR	NR	NR	NR	NR	NR	NR	NR

## EO / EEO / Fair Treatment

These factors help identify those social, personal, or institutional barriers that prevent people from rising to their highest professional level. Your organization's favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. If there were no survey respondents in a demographic group, that group is not displayed in the table.

Category	Inclusion	Discrimination	Sexual Harassment	Sexual Harassment Retaliation Climate
Overall	71%	81%	83%	87%
Majority	70%	83%	85%	88%
Minority	80%	86%	86%	91%
Women	59%	72%	70%	77%
Men	75%	84%	87%	90%
Enlisted	68%	79%	80%	87%
Officer	85%	90%	93%	87%
Junior Enlisted	64%	80%	78%	84%
Senior Enlisted	83%	75%	88%	100%
Junior Officer	79%	90%	90%	86%
Senior Officer	100%	92%	100%	92%
Military	NR	NR	NR	NR

Green	White	Yellow	Red	NR
Excellent	Adequate	Caution	Improvement Needed	Data are not Reportable

## Sexual Assault Prevention & Response

These factors help assess sexual assault response climate, prevention climate, and retaliation climate. Your organization's favorability ratings are displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. If there were no survey respondents in a demographic group, that group is not displayed in the table.

Category	Sexual Assault Prevention Climate	Sexual Assault Response Climate	Sexual Assault Retaliation Climate
Overall	84%	92%	86%
Majority	86%	94%	85%
Minority	89%	94%	90%
Women	70%	86%	78%
Men	88%	93%	88%
Enlisted	82%	91%	86%
Officer	92%	96%	87%
Junior Enlisted	79%	89%	83%
Senior Enlisted	94%	99%	98%
Junior Officer	90%	94%	86%
Senior Officer	100%	100%	92%
Military	NR	NR	NR

Green	White	Yellow	Red	NR
Excellent	Adequate	Caution	Improvement Needed	Data are not Reportable

The suggestions below can help guide actions based on ratings that are color-coded to be excellent/adequate (i.e., green and white) or caution/improvement needed (i.e., yellow and red).

### Excellent / Adequate

- Seek to identify and reinforce those practices and programs currently in place.
- Reinforce behaviors that create a climate of inclusion, supporting and preserving the dignity and worth of all members.
- Continue to promote and maintain a healthy human relations climate. This can be done by ensuring all members in the unit understand their roles and responsibilities.
- Share positive results to enhance members' commitment to the organization and its mission.
- Consider utilizing training aids to further provide awareness and knowledge regarding key factors.

### Caution / Improvement Needed

- Examine favorability ratings among specific climate factors and demographic subgroups to determine whether diminished perceptions are more obvious among some of them.
- After identifying the specific climate factors with low favorability ratings and those demographic subgroups that harbor negative perceptions regarding them, use these findings to plan follow-on assessment efforts, including focus groups, interviews, and written record reviews. Conducting focus groups and interviews with members of these subgroups can help determine the source and extent of specific perceptions.
- Develop an action plan to address each specific validated concern, and socialize the plan with members. Set a timeline for each action item, and provide timely feedback on progress accomplishing them. This will demonstrate your willingness to listen to your subordinates, and take action to improve conditions whenever possible.

## SECONDARY CLIMATE FACTORS

The graphs and tables in this section show your organization's results for the secondary climate factors, including connectedness, sexual assault reporting knowledge, bystander intervention, unwanted workplace experiences, and hazing/bullying.

### Connectedness

Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. It reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need. Burdensomeness and belongingness are two sub-factors that when combined, create an overall connectedness factor.

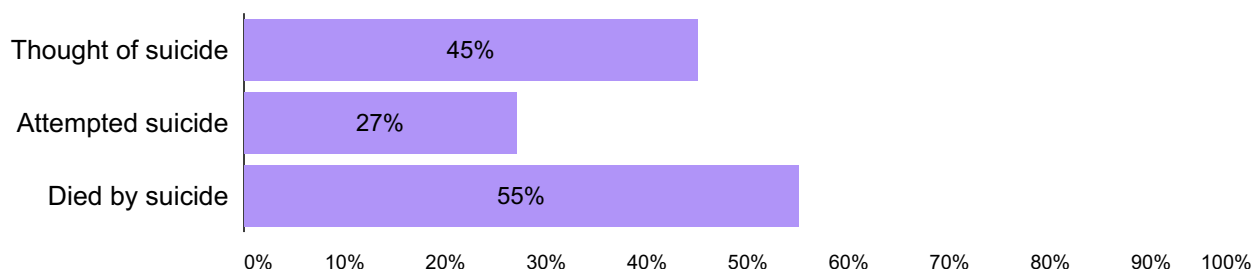
Your organization's connectedness rating is displayed in the first row. Demographic comparisons between favorability ratings are displayed in the subsequent rows. If there were no survey respondents in a demographic group, that group is not displayed in the table.

Category	Connectedness
Overall	82%
Majority	80%
Minority	91%
Women	81%
Men	83%
Enlisted	81%
Officer	88%
Junior Enlisted	80%
Senior Enlisted	85%
Junior Officer	86%
Senior Officer	93%
Military	NR

Green	White	Yellow	Red	NR
Excellent	Adequate	Caution	Improvement Needed	Data are not Reportable

### Knowledge of Suicide Ideation, Attempts & Death

I know someone in my organization who has...

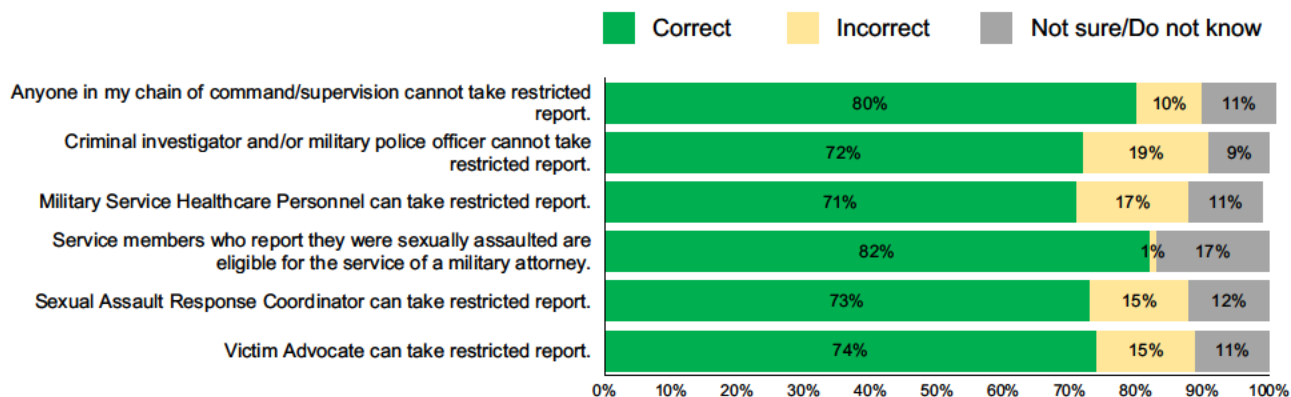




## Sexual Assault Reporting Knowledge

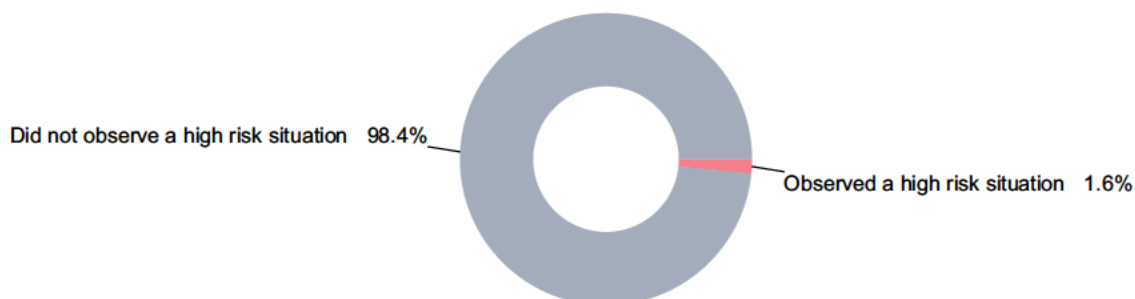
Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, "All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report." The Sexual Assault Response Coordinator, Victim Advocate, and Military Service Healthcare Personnel can take a Restricted Report. "Anyone in my chain of command" and "Criminal Investigator and military police officer" are incorrect answers. These persons cannot take a Restricted Report. The second item reads, "Service members who report they were sexually assaulted are eligible for the service of a military attorney." The correct answer is "True."

This graph shows each statement worded correctly and the percentage of members within your organization who correctly endorsed the statement as being true (in green). The percentage who incorrectly answered the question are shown in yellow, and the percentage who did not know are shown in gray.



## Bystander Intervention

Respondents were asked if they have observed a situation they believed was, or could have led to a sexual assault within the past 12 months. Responses to this observation question are displayed in the donut chart. If respondents answered "yes" to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions. The table below the donut chart labeled "Reported Actions Taken Following High Risk Situation" displays the responses of those who completed the question across your organization.



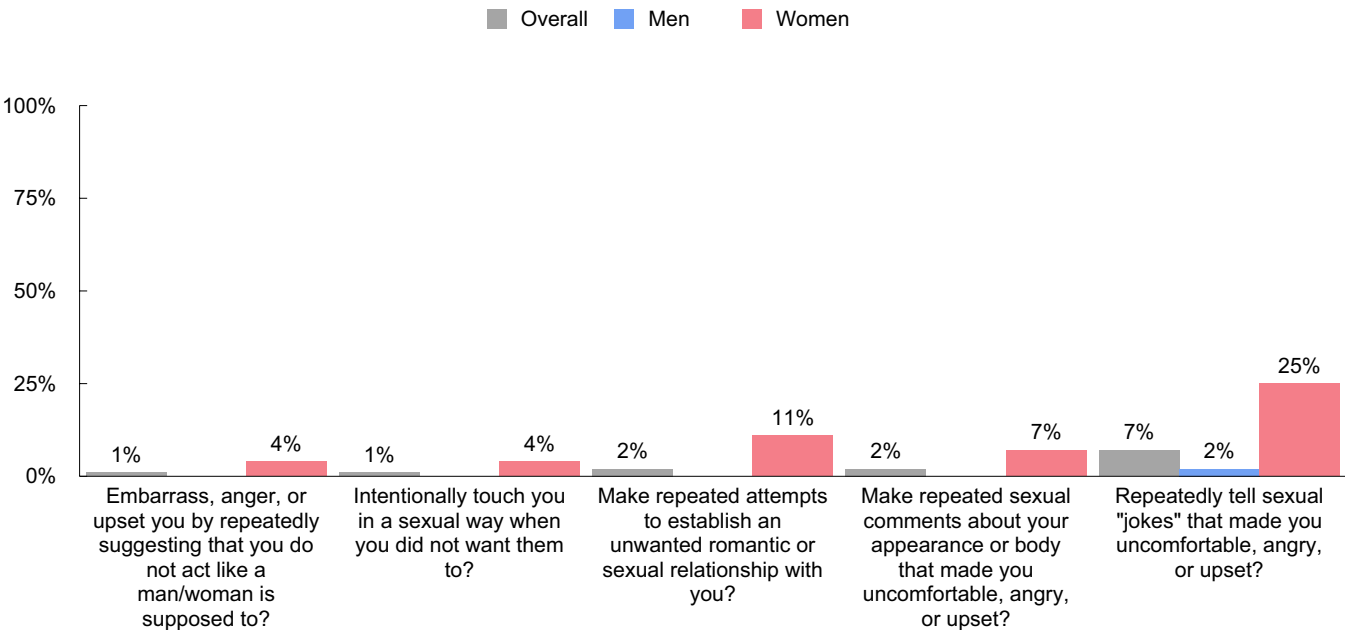
## Reported Actions Taken Following High Risk Situation

For those individuals who observed a high risk situation, they were asked to choose the response that most closely resembled their actions. No data are displayed if fewer than five people responded to a question or item.

Response	Percent
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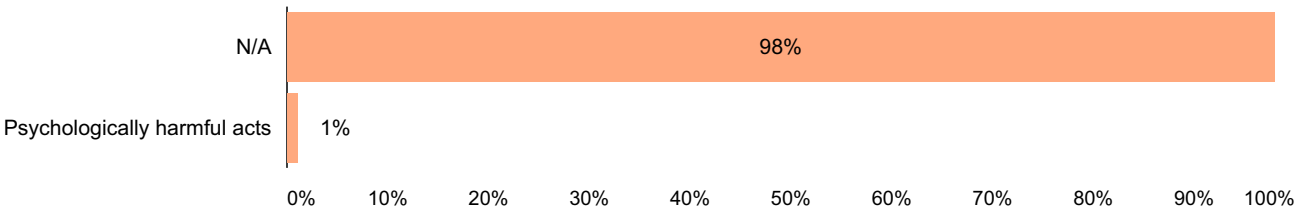
# Unwanted Workplace Experiences

Respondents were asked whether, under their current senior leader and within the last 12 months, someone from their workplace did any of the following actions to them. Percentage who responded "yes" are displayed below. No data are displayed if fewer than five people responded to a question or fewer than five men or women responded to a question.



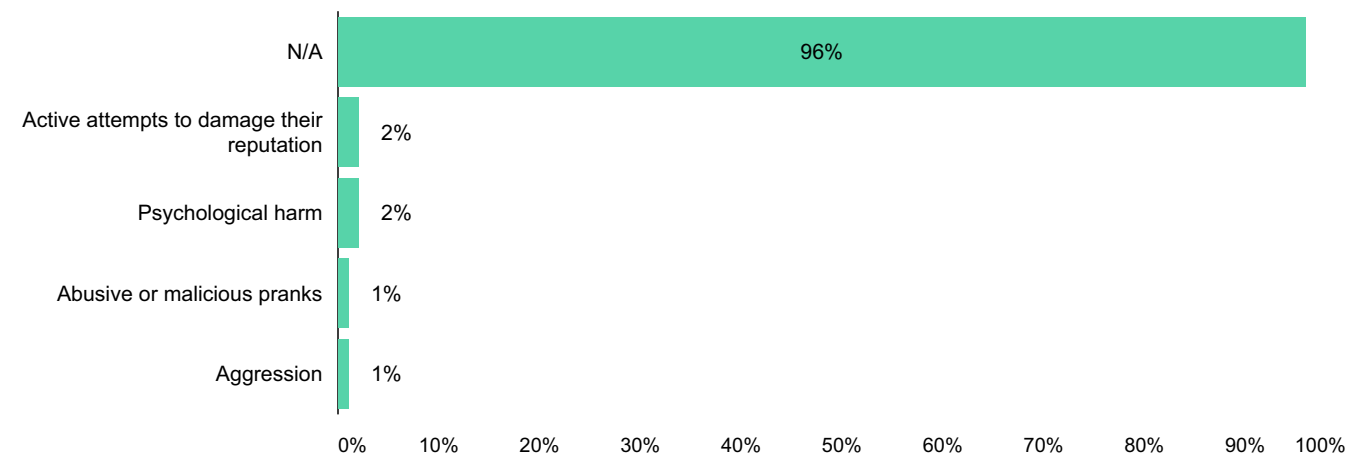
# Hazing

The definition of hazing was obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015. Respondents were asked if individuals in their workplace are pressured to engage in any of the following acts as part of an initiation or admission process (without a proper military or other governmental purpose); the percentage who responded "yes" are displayed in this graph. No data are displayed if fewer than five people responded to a question.



# Bullying

The definition of bullying was obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015. Respondents were asked if individuals in their workplace who are seen as "different" are targets of any of the following actions; the percentage who responded "yes" are displayed in this graph. No data are displayed if fewer than five people responded to a question.



## ITEM SUMMARY

The **Item Summary** shows the item level response frequencies for each factor associated with organizational effectiveness, equal opportunity/equal employment opportunity/fair treatment, sexual assault prevention and response, and connectedness. Examine these results to identify those items with high levels of unfavorable responses. No data are displayed if fewer than five people responded to a question; these cells are marked "NR" for not reportable.

### Organizational Effectiveness: Commitment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
I feel like "part of the family" in this workgroup.	4% (5)	7% (9)	6% (8)	13% (17)	24% (31)	30% (39)	15% (19)	100% (128)
This workgroup has a great deal of personal meaning to me.	4% (5)	11% (14)	6% (8)	20% (25)	20% (25)	25% (32)	15% (19)	100% (128)
I feel a strong sense of belonging to this workgroup.	3% (4)	9% (11)	10% (13)	17% (22)	20% (25)	29% (37)	13% (16)	100% (128)

### Organizational Effectiveness: Senior Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
My senior leader puts processes in place to facilitate the sharing of information throughout the organization.	5% (7)	2% (3)	5% (6)	5% (7)	16% (20)	42% (54)	24% (31)	100% (128)
My senior leader clarifies our organization's goals and priorities.	3% (4)	1% (1)	5% (7)	11% (14)	12% (15)	38% (48)	30% (39)	100% (128)
My senior leader communicates a clear vision for the future.	2% (3)	3% (4)	4% (5)	20% (25)	19% (24)	30% (39)	22% (28)	100% (128)
My senior leader listens to the concerns of the organization's military members/employees.	3% (4)	5% (6)	4% (5)	15% (19)	15% (19)	31% (40)	27% (35)	100% (128)

### Organizational Effectiveness: Organizational Performance

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.	4% (5)	5% (7)	7% (9)	15% (19)	16% (20)	37% (47)	16% (21)	100% (128)
My organization's performance, compared to similar organizations, is high.	3% (4)	2% (3)	9% (12)	23% (29)	10% (13)	31% (40)	21% (27)	100% (128)
My organization makes good use of available resources to accomplish its mission.	4% (5)	5% (6)	4% (5)	23% (30)	16% (20)	28% (36)	20% (26)	100% (128)

## Organizational Effectiveness: Group Cohesion

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
My workgroup is united in trying to reach its goals for performance.	2% (2)	5% (7)	5% (7)	23% (29)	18% (23)	27% (35)	20% (25)	100% (128)
We all take responsibility for the performance of the workgroup.	3% (4)	4% (5)	7% (9)	23% (30)	13% (16)	34% (44)	16% (20)	100% (128)
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	3% (4)	3% (4)	9% (12)	17% (22)	18% (23)	30% (39)	19% (24)	100% (128)

## Organizational Effectiveness: Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
I can rely on my immediate supervisor to act in my organization's best interest.	2% (3)	2% (2)	2% (3)	8% (10)	13% (16)	43% (55)	30% (39)	100% (128)
My immediate supervisor follows through with commitments he or she makes.	1% (1)	1% (1)	6% (8)	6% (8)	13% (17)	41% (52)	32% (41)	100% (128)
I feel comfortable sharing my work difficulties with my immediate supervisor.	3% (4)	2% (3)	5% (7)	10% (13)	14% (18)	37% (47)	28% (36)	100% (128)
My immediate supervisor treats me fairly.	2% (2)	2% (3)	2% (2)	6% (8)	9% (11)	36% (46)	44% (56)	100% (128)

## Organizational Effectiveness: Job Satisfaction

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
I like my current job.	9% (11)	7% (9)	2% (3)	9% (11)	17% (22)	37% (47)	20% (25)	100% (128)
I feel satisfied with my current job.	11% (14)	9% (12)	6% (8)	9% (12)	17% (22)	29% (37)	18% (23)	100% (128)
I am happy with my current job.	10% (13)	6% (8)	9% (12)	10% (13)	16% (21)	33% (42)	15% (19)	100% (128)

## Organizational Effectiveness: Organizational Processes

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
Programs are in place to address military members'/employees' concerns.	1% (1)	6% (8)	8% (10)	10% (13)	18% (23)	38% (49)	19% (24)	100% (128)
Discipline is administered fairly.	5% (6)	5% (7)	5% (7)	19% (24)	12% (15)	31% (40)	23% (29)	100% (128)
Decisions are made after reviewing relevant information.	5% (6)	5% (7)	2% (2)	16% (21)	15% (19)	37% (47)	20% (26)	100% (128)

## Organizational Effectiveness: Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
At my workplace, I am mentally resilient.	0% (0)	2% (2)	5% (7)	5% (6)	14% (18)	41% (52)	34% (43)	100% (128)
I am enthusiastic about my work.	5% (7)	10% (13)	6% (8)	9% (12)	14% (18)	34% (44)	20% (26)	100% (128)
Time flies when I am working.	8% (10)	5% (7)	5% (7)	13% (16)	16% (20)	28% (36)	25% (32)	100% (128)

## EO / EEO / Fair Treatment: Inclusion at Work

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
Coworkers are treated as valued members of the team without losing their unique identities.	2% (3)	3% (4)	5% (7)	13% (17)	16% (20)	38% (49)	22% (28)	100% (128)
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	1% (1)	5% (6)	2% (3)	13% (16)	16% (21)	41% (52)	23% (29)	100% (128)
Military members/employees in my workgroup are empowered to make work related decisions on their own.	4% (5)	2% (3)	5% (6)	13% (17)	23% (29)	40% (51)	13% (17)	100% (128)
Outcomes (e.g., training opportunities, awards and recognition) are fairly distributed among military members/employees of my workgroup.	5% (6)	6% (8)	4% (5)	25% (32)	10% (13)	33% (42)	17% (22)	100% (128)
The decision making processes that impact my workgroup are fair.	2% (3)	6% (8)	5% (6)	22% (28)	16% (20)	34% (44)	15% (19)	100% (128)

## EO / EEO / Fair Treatment: Inclusion at Work

These questions are negatively worded. Agreement with these items indicates an unfavorable response

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree	Total
I feel excluded by my workgroup because I am different.	0% (0)	4% (5)	8% (10)	16% (21)	4% (5)	43% (55)	25% (32)	100% (128)

## EO / EEO / Fair Treatment: Discrimination

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
Discrimination based on race/color/national origin does not occur in my workplace.	4% (5)	1% (1)	2% (3)	8% (10)	5% (6)	31% (40)	49% (63)	100% (128)
Discrimination based on religion does not occur in my workplace.	2% (2)	2% (2)	2% (3)	9% (11)	3% (4)	28% (36)	54% (69)	100% (127)
Discrimination based on sex does not occur in my workplace.	2% (3)	4% (5)	3% (4)	10% (13)	6% (7)	29% (37)	46% (58)	100% (127)
Discrimination based on sexual orientation does not occur in my workplace.	1% (1)	1% (1)	1% (1)	10% (13)	6% (8)	31% (40)	50% (63)	100% (127)

## EO / EEO / Fair Treatment: Discrimination (Continued)

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.	4% (5)	2% (3)	1% (1)	12% (15)	6% (8)	39% (49)	36% (46)	100% (127)

## EO / EEO / Fair Treatment: Discrimination

These questions are negatively worded. Agreement with these items indicates an unfavorable response

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree	Total
Racial slurs, comments, and/or jokes are used in my workplace.	2% (3)	6% (7)	7% (9)	9% (11)	3% (4)	22% (28)	51% (65)	100% (127)
Sexist slurs, comments, and/or jokes are used in my workplace.	3% (4)	6% (8)	9% (12)	8% (10)	2% (3)	25% (32)	46% (58)	100% (127)

## EO / EEO / Fair Treatment: Sexual Harassment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
My chain of command/supervision adequately responds to allegations of sexual harassment.	1% (1)	1% (1)	0% (0)	22% (28)	5% (6)	33% (42)	39% (49)	100% (127)
My chain of command/supervision plays an active role in the prevention of sexual harassment.	0% (0)	1% (1)	2% (3)	17% (22)	6% (8)	40% (50)	33% (42)	100% (126)

## EO / EEO / Fair Treatment: Sexual Harassment

These questions are negatively worded. Agreement with these items indicates an unfavorable response

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree	Total
Individuals from my workplace use offensive gestures that are sexual in nature.	1% (1)	2% (2)	5% (6)	9% (11)	5% (6)	38% (48)	41% (52)	100% (126)
Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.	0% (0)	0% (0)	0% (0)	8% (10)	1% (1)	21% (26)	71% (89)	100% (126)

## EO / EEO / Fair Treatment: Sexual Harassment Retaliation Climate

In my work group, military members or employees who file a sexual harassment complaint would be...

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
Excluded from social interactions or conversations.	58% (69)	24% (29)	2% (2)	12% (14)	1% (1)	3% (4)	0% (0)	100% (119)

## EO / EEO / Fair Treatment: Sexual Harassment Retaliation Climate (Continued)

In my work group, military members or employees who file a sexual harassment complaint would be...

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
Subjected to insulting or disrespectful remarks or jokes.	63% (75)	24% (28)	1% (1)	11% (13)	2% (2)	0% (0)	0% (0)	100% (119)
Blamed for causing problems.	63% (76)	21% (25)	2% (2)	12% (14)	2% (2)	2% (2)	0% (0)	100% (121)
Denied career opportunities (e.g., denied training, awards or promotions).	64% (77)	21% (26)	3% (4)	11% (13)	1% (1)	0% (0)	0% (0)	100% (121)
Disciplined or given other corrective action.	64% (78)	23% (28)	2% (2)	10% (12)	0% (0)	1% (1)	0% (0)	100% (121)
Discouraged from moving forward with the complaint.	65% (78)	22% (26)	3% (3)	10% (12)	1% (1)	0% (0)	0% (0)	100% (120)

## SAPR: Sexual Assault Prevention Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
My immediate supervisor models respectful behavior.	2% (2)	2% (2)	2% (2)	6% (8)	2% (3)	44% (55)	43% (54)	100% (126)
My immediate supervisor promotes responsible alcohol use.	2% (2)	2% (2)	1% (1)	15% (19)	6% (8)	40% (49)	35% (43)	100% (124)
My immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," "sweetie," or use other unprofessional language at work.	5% (6)	2% (2)	2% (3)	11% (14)	4% (5)	42% (52)	34% (42)	100% (124)
My immediate supervisor would stop individuals who are talking about sexual topics at work.	1% (1)	1% (1)	2% (3)	9% (11)	10% (12)	40% (49)	38% (47)	100% (124)
My immediate supervisor would intervene if an individual was receiving sexual attention at work (e.g., staring at someone's chest, standing too close, rubbing someone's shoulders).	1% (1)	2% (2)	2% (2)	8% (10)	6% (8)	36% (45)	45% (56)	100% (124)
My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes (e.g., sexual assault, violence, or suicide).	1% (1)	4% (5)	0% (0)	15% (18)	7% (9)	29% (36)	44% (54)	100% (123)

## SAPR: Sexual Assault Response Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.	0% (0)	0% (0)	1% (1)	5% (6)	2% (2)	31% (38)	61% (75)	100% (122)
If a coworker were to report a sexual assault, my chain of command/supervision would keep the knowledge of the report limited to those with a need to know.	1% (1)	1% (1)	0% (0)	6% (7)	2% (3)	28% (34)	62% (75)	100% (121)



## SAPR: Sexual Assault Response Climate (Continued)

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
If a coworker were to report a sexual assault, my chain of command/supervision would discourage military members/employees from spreading rumors and speculation about the allegation.	1% (1)	1% (1)	1% (1)	5% (6)	3% (4)	31% (38)	58% (71)	100% (122)
If a coworker were to report a sexual assault, my chain of command/supervision would promote healthcare, legal, or other support services to the reporter.	0% (0)	0% (0)	0% (0)	11% (13)	1% (1)	30% (36)	59% (72)	100% (122)
If a coworker were to report a sexual assault, my chain of command/supervision would support the individual for speaking up.	0% (0)	0% (0)	2% (2)	8% (10)	5% (6)	31% (38)	54% (65)	100% (121)

## SAPR: Sexual Assault Retaliation Climate

In my work group, reporters of sexual assault would be...

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	Total
Excluded from social interactions or conversations.	56% (68)	25% (31)	2% (3)	13% (16)	2% (2)	2% (2)	0% (0)	100% (122)
Subjected to insulting or disrespectful remarks or jokes.	61% (74)	25% (30)	1% (1)	12% (15)	2% (2)	0% (0)	0% (0)	100% (122)
Blamed for causing problems.	61% (74)	22% (27)	2% (2)	12% (15)	2% (3)	1% (1)	0% (0)	100% (122)
Denied career opportunities (e.g., denied training, awards or promotions).	61% (74)	24% (29)	2% (3)	11% (14)	1% (1)	0% (0)	1% (1)	100% (122)
Disciplined or given other corrective action.	63% (77)	25% (30)	0% (0)	11% (14)	1% (1)	0% (0)	0% (0)	100% (122)
Discouraged from moving forward with the complaint.	61% (75)	24% (29)	2% (3)	11% (14)	1% (1)	0% (0)	0% (0)	100% (122)

## Connectedness: Burdensomeness

This question is negatively worded. Agreement with this item indicates an unfavorable response.

Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree	Total
My future seems dark to me.	1% (1)	5% (6)	7% (9)	14% (18)	7% (9)	27% (34)	40% (51)	100% (128)

## Connectedness: Burdensomeness

This question is negatively worded. Agreement with this item indicates an unfavorable response.

Question	Very true for me	True for me	Somewhat true for me	Somewhat untrue for me	Untrue for me	Not at all true for me	Total
These days, I think I am a burden on people in my life.	0% (0)	3% (4)	5% (6)	13% (16)	29% (37)	51% (65)	100% (128)

Connectedness: Belongingness

Question	Not at all true for me	Untrue for me	Somewhat untrue for me	Somewhat true for me	True for me	Very true for me	Total
These days, I feel like I belong.	2% (2)	5% (7)	18% (23)	30% (38)	32% (41)	13% (17)	100% (128)
These days, I feel that there are people I can turn to in times of need.	1% (1)	2% (2)	9% (12)	20% (26)	36% (46)	32% (41)	100% (128)